



# The Examiner

Naval Hospital Twentynine Palms

*"Serving with Pride and Professionalism"*

Volume 7, No. 7

Happy Birthday America!

July 1999

## The Y2K future is secure for the Naval Hospital

In a recent experiment Naval Hospital Twentynine Palms jumped into the future... figuratively speaking... to test its mission critical facilities and Information Management/Information Technology equipment and software.

On June 16 the hospital reset its computer systems to future dates and times of 11:45 p.m. on December 31, 1999; 11:45 p.m. on February 28, 2000 and 11:45 on 29 February 2000. During these times the Management Information Department, headed by Cmdr. William T. Mock, conducted a command wide Y2K test.

Others involved in the Y2K drill were: Lt.j.g. Paul Patillo, assistant head, MID; Craig Palmer, systems administrator; Lynn Stremlau, network administrator; Lt.j.g. Dan Howard, head, Facilities Management; Pat Dougherty, assistant head, Facilities Management; Carmine Scelza, facilities engineer; Eddie Hall, facilities engineer and Larry Fairfield, Naval Hospital Twentynine Palms safety officer.

Before the exercise began several meetings were held with organizers. Extensive information was provided to the hospital staff through electronic messages. One week prior to the test, electronic messages were sent out daily to the hospital staff reminding them to back up their computer files just in case there were any problems.

As it turns out, no problems were encountered with Y2K compliance throughout the hospital. Because staff members have an expiration date on their NT accounts at their Projected Change of Station date, those who will rotate prior to the tested dates were

locked out of the system. When the systems were reset to the current date everyone's accounts, which were locked out, were reactivated.

More than 22 software systems were

tested at the hospital along with any computer assisted mission critical facilities with no system failures.

The electronic future of Naval Hospital Twentynine Palms is secure.

## 2nd year medical students opt for training here

Carrying on a family tradition is part of the reason for two Ensigns a.k.a. "2nd Year Medical Students" to join the Navy.

Of course getting school paid for by the U.S. Navy was another important consideration.

What ever the reason, Naval Hospital Twentynine Palms has supplemented its medical staff for the summer with Ensigns David M. King of St. Simons Island, Ga.



Ensign Jennifer M. Johnson



Ensign David M. King

and Jennifer M. Johnson of Mundelein, Ill.

King's Navy family influence comes from his grandfather and great uncle who were WWII aviators.

In addition, his brother is a Marine Corps officer currently in basic training at Quantico, Va.

Johnson's Navy background comes from her grandfather also. He was a firearms controller with the U.S. Navy.

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*From the Desk of the CG...*

# Putting Others First

**Major General C. L. Stanley**  
*MCAGCC Commanding General*

I wish I could remember how old I was when I learned it was more important to put others first. All I remember is that it was a long time ago, and for as long as I can remember, putting the interests of others ahead of my own has been important to me.

Over the years, this approach to life has yielded phenomenal dividends, and a lot of good friends too. Years ago, I told a few junior Marines that I wasn't certain about my future in the Corps, but regardless as to how I fared, they would see the Corps through my eyes. I promised them I would serve as their road map, or as a set of headlights for them. Each of these Marines has excelled in their careers. I smile now, because of how well they've done.

Whether at home, among friends or at work, putting others first has been central to my life.

As the Commanding General of the premier combat training center in the Marine Corps, I have been blessed with the privilege to serve thousands of Marines, Sailors, and civilians. It is impractical and virtually impossible for me to establish the kind of one-to-one relationships I have been able to establish in the past with a few Marines. Despite obvious limitations, I want you to know my every action, and especially my prayers, is focused on your well-being.

Here's a story that might help to illustrate my point. I hope you like it as much as I do.

"A voyaging ship was wrecked during a storm at sea and only two of the men on it were able to swim to a small, desert-like island. The two survivors, not knowing what else to do, agreed that they had no other recourse but to pray to God. However, to find out whose prayer was more powerful, they agreed to divide the territory between them and stay on opposite sides of the island.

The first thing they agreed to pray for was food. The next morning, the first man saw a

fruit bearing tree on his side of the land, and he was able to eat its fruit. The other man's parcel of land remained barren.

After a week, the first man was lonely and he decided to pray for a wife.

The next day, another ship was wrecked, and the only survivor was a woman who swam to his side of the land. On the other side of the island, there was nothing.

Soon the first man prayed for a house, clothes, and more food. The next day, like magic, all of these were given to him. The second man still had nothing.

Finally, the first man prayed for a ship so that he and his wife could leave. In the morning, he found a ship docked on his side of the island.

The first man boarded the ship with his wife and decided to leave the second man on the island. He considered the other man unworthy to receive God's blessings, since none of his prayers had been answered. As the ship was about to leave, the first man

heard a voice from heaven booming, 'Why are you leaving your companion on the island?'

'My blessings are mine alone, since I was the one who prayed for them,' the first man answered. 'His prayers were all unanswered and so he does not deserve anything.'

'You are mistaken!,' the voice rebuked him. 'He had only one prayer, which I answered. If not for that, you would not have received any of my blessings.'

'Tell me,' the first man asked the voice, 'What did he pray for that I should owe him anything?'

'He prayed that all your prayers be answered.'

For all we know, our blessings are not the fruits of our prayers alone, but those of another praying for us."

Putting others first is relevant to every aspect of our lives: marriage, child-rearing, relationships with parents, relationships with friends, and relationships with those with whom we work. Take a good look at



*Major General C.L. Stanley*

the best leaders and managers in your units and offices. I guarantee you'll see this simple philosophy at work... "putting others first."

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The *EXAMINER* editor would like to thank all those who participated in this edition.

*From the Desk of the CO...*

## Mentoring is a benefit to all hands

**W**ebster defines a mentor as "a wise and trusted teacher or counselor."

The term comes from Greek mythology and in today's world it is an essential tool for survival. Everyone needs a mentor from whom they can seek guidance and advice. In fact, many of us need more than one! You may need a mentor who helps you with a certain aspect of your professional duties, while someone else mentors you about family issues. Today, health care and the military are so complex that the information changes completely in a very short time.

There is nothing magic about being a mentor; you don't have to be very senior, very experienced or very old. What it takes is some interest and a commitment to the relationship and the individual. I challenge

each one of you to identify your mentor(s) and tell them what you need from them. What would you like them to help you with? How do you learn best? Right here in our command we have lots of talented people who can be a wonderful resource for you. Take advantage of the opportunity.

I also challenge each one of you to be a mentor for someone else. Find out how you can best support or advise them and make yourself available. You will learn a great deal about yourself while you are helping someone else to succeed at accomplishing his or her goals. Each one of us succeeds when we help someone else to succeed.

As part of your commitment to the Navy, the command, and your own self-development, seek a mentor and agree to be a mentor. We will all benefit!



*Captain Joan M. Huber, NC, USN*

## ***STUDENTS...***

*Continued from page 1*

King graduated from Georgia Institute of Technology at Atlanta, Ga. in 1998 with a Bachelor of Industrial Engineering. He is currently enrolled at the Emory University School of Medicine in Atlanta, Ga.

Johnson graduated from Mundelein High School in 1994. She graduated from Truman State University at Kirksville, Mo. with a BA/BS in 1998. Johnson is currently enrolled at the Medical College of Wisconsin at Milwaukee, Wis.

King excelled in high school and college with academics and sports. King was an Eagle Scout, played soccer in high school and was on the debate team. In college he participated in student government, the pre-med society and was a member of Sigma Chi.

Johnson has also maintained a busy student life during and since high school. She has played softball, tennis and basketball. In college she was a member of Phi Kappa Phi, a campus volunteer for the Big Brothers and Big Sisters organization and participated in undergraduate research.

When not working hard toward her medical degree, Johnson is planning her wedding set to take place Friday, August 13.

King summed up their experience at Twentynine Palms by stating, "By training here we get more exposure to the doctors, more comments and it's a more relaxed learning experience."



COMMANDER, MARINE FORCES PACIFIC  
COMMANDING GENERAL, FLEET MARINE FORCE, PACIFIC  
BOX 64139  
CAMP H.M. SMITH, HAWAII 96861-4139

22 April 1999

Dear Captain Huber,

Thank you for the tour of your hospital at Twentynine Palms and the opportunity to meet with some of your doctors and corpsmen.

You are doing great work for the Marines and their families at the Marine Corps Air Ground Combat Center. Mary Ann and I were very impressed by the facility and the enthusiasm of your staff. You are making a difference.

Semper Fidelis,

A handwritten signature in dark ink, which appears to read "C.W. Fulford, Jr.".

C. W. Fulford, Jr.  
Lieutenant General, U.S. Marine Corps

Captain Joan Huber, NC, USN  
Commanding Officer  
Naval Hospital  
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# Talking to God

By Lieutenant Daniel Dudley, CHC, USNR  
Naval Hospital Chaplain

You can tell a lot about a person, especially their spiritual maturity on the content of their prayers. Prayer is nothing more than communicating with God and becomes a good barometer of our level of spirituality. We can assess the depth of one's relationship to the Divine by how well they talk and listen to God.

A couple of years ago I had the opportunity to provide a worship service for elementary students in a private school in Glenwood Springs, Colorado. When it came time for prayer I asked the class if they had any prayer requests. One little girl asked me to pray to find out who was letting the chick-

ens out of the barn window. I had a request to pray that Mittens, one of the girls friends cats, would get feeling better. One of the little boys in the class had a loose tooth that he was hoping to get rid of, so he could cash in that night when he went to bed.

Sometimes children think that writing a prayer is no different than making a Christmas list for Santa. The sad truth is that sometimes we as adults do the same thing. God

does care about all the little things; our warts; our ingrown toenails; our renegade chickens. But God wants a deeper and more meaningful relationship with His children.

Just think if all your children ever said to you is give me this, or give me that it would limit the depth of our relationship with them. When our children are babies they are dependent on us for ev-

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**...God wants a deeper and more meaningful relationship with His children...**

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## Hail and Farewell

### Welcome

Lt. T. Farrell	Lt. T. Walsh
Ensign S. Brant	Lt. R. Sanders
Lt. M. Satterlee	HM1 J. Hottel
Lt.j.g. A. Scheunemann	HA N. Jarnagin
Lt.j.g. I. Dunez	HN A. Rodriguez
Lt. S. Seagram	HM1 V. Jong, Jr.
Lt. K. Loomis	

June 14, 1999.

Kyran weighed six pounds five ounces and measured 19.5 inches in length at birth. Congratulations.

### Ayala Baby Boy

Angel and Cherie Ayala are proud to announce the birth of their son, Alex Kekoa Ayala who was born at Naval Hospital Twentynine Palms at 4:39 p.m. June 1, 1999.

Alex weighed six pounds 14 ounces and measured 18 inches in length at birth.

Congratulations.

### Sanchez Baby Boy

Anthony and Kimberlee Sanchez are proud to announce the birth of their son, Stuart Cole Sanchez who was born at Naval Hospital Twentynine Palms at 3:33 p.m. on June 11, 1999.

Stuart weighed seven pounds 3 ounces and measured 20 inches in length at birth.

Contratulations.

### Farewell

Lt. J. Valiant	Cdr. C. Mock
Lt. Cmdr. J. Grubbs	HM3 A. Love
Lt. S. Coleman	HM3 L. Fry
Cdr. T. Mock	HM1 H. Fayloga

## New Family Members

### Adams Baby Boy

Junghee Park-Adams and Stan Adams are proud to announce the birth of their son, Kyran Park Adams who was born at Naval Hospital Twentynine Palms at 11:34 p.m.



Lieutenant Daniel Dudley

ery thing, but as they mature so does the level of their ability to communicate. Our love for our children blossoms into a mature relationship.

A young man was asked to write an essay on the nature of God. This is what he wrote: "One of God's main jobs is making people. He makes these to put in the place of the ones who die so there will be enough people to take care of things here on earth. He doesn't make grownups. Just babies. I think because they are smaller and easier to make. That way He doesn't have to take up His valuable time teaching them to talk and walk. He can just leave that up to the mothers and fathers. I think it works out pretty good".

"God's second most important job is listening to prayers. An awful lot of this goes on, as some people, like preachers and things, pray other times besides bedtime, and grandpa and grandma pray every time they eat. Except for snacks. God doesn't have time to listen to the radio or T.V. on account of this. As He hears everything, not only prayers, there must be a terrible lot of noise going on in his ears unless he has thought of a way to turn it off. I think we should be a little quieter. God sees everything and hears everything and He is everywhere, which keeps him pretty busy. So you shouldn't go wasting His time asking for things that aren't important or go over your parent's head and ask for something they said you couldn't have."

This child is on his way to maturity. Remember prayer is not lowering God to our level it is a time for us to rise up to His level. It is a time of getting in tune with the Creator as he strikes the perfect pitch. Are you praying toward maturity?

# Naval Hospital staffers experience Fleet Hospital training

By HM2 A. Bouges  
Naval Hospital Twentynine Palms

This summer thousands of Marines and Sailors will assemble at the Marine Corps Air Ground Combat Center's Camp Wilson for desert training. For some Naval Hospital staff members it all began June 2 at 6:45 a.m.

Fourteen inexperienced sailors headed out to help set up Fleet Hospital 23, at MCAGCC's Camp Wilson. At 7 a.m. they were given a safety brief which covered the "10 Commandments" of desert survival and personal safety. They then mustered and were broken into five working parties and given their tasks.

By 8 a.m. they were into the full swing of things... Connex boxes were broken open... and they had assembled fourteen tent frames 12 feet high and 8 feet wide. Canvas tent covers were unrolled by the hospital team, laced together.

The team leaders were Sea Bee Chief Peterson and Petty Officer 2nd Class Fracassi from the East Coast Fleet Hospital Assist Team. There were also two active duty Sea Bee Units on hand, one from 413 Pearl Harbor and the other from 421 Everett Washington assisting and educating the hospital team as they setup the Fleet Hospital.

Around 11:30 the team broke for lunch. The team dined on Meals Ready to Eat "a la cart" compliments of Fleet Hospital 23. The team was surprised to find the selection was wide and food was pretty good, one participant stated "My pasta selection was not of 'Olive Garden' quality but it was a big improvement from seven years ago."

After lunch, the team went back to work. They connected the tent insulation, strung the internal lights, laid down the flooring, and secured the doors and tent sides. Right about 3 p.m. the sun's heat and desert winds began to kick up. Chief Peterson called it a day and ended the team's first Fleet Hospital experience by requesting that they get into push-up position and count out a few.

With sore muscles, sand in every pore and a new appreciation for those who serve the fleet, Naval Hospital Twentynine Palms' team loaded onto the van and headed home. It was only one day of training, but they learned that it takes a lot of labor, teamwork and planning to truly make a fleet hospital successful.



BUC Peterson directs the hospital staff above in lashing tents together. HMC Jackson helps HM3 Davenport and HM3 Pineda unload the connex box, right. Below, team work is displayed in setting up the Fleet Hospital.



# SecNav addresses Sailors, 1e

## *Dear Marines and Sailors,*

Southern California contains our largest concentration of Marines and Sailors. So I flew there right after I was sworn in and now, after six months in office, it seemed a good place to return to measure our progress. A couple of weeks ago, I met there with ships' crews, the Generals from I MEF, the Third Fleet Commander, surface and air type commanders, master chiefs, junior officers, shipyard executives/workers, SPAWAR, Sailors from the Ship Intermediate Maintenance Activity, SEALs, and the Surface Navy Association.

I liked what I saw. In slightly over six months, we have come a good way, on a good path. Have we gone far enough? Not yet, but the trends are very much in the right direction.

Six months ago, REDUX was a big issue. Starting with energetic work by the CNO and the Commandant, with excellent support from the President and Congress, we now have authorization bills that roll back REDUX. We are optimistic they will soon pass into law and we will return to a system of 50% retirement for 20 years of service.

Pay also lagged — you hadn't had a pay raise over 4% in fifteen years (which is most of your careers). In an important step forward, the administration recommended a 4.4% raise. Our armed services committees have raised that to 4.8%. The Navy has supplemented this with a highly effective package of targeted bonuses, exceeding anything in any other service. Similarly, the Marine Corps has more than doubled the Marine Corps College Fund and has substantially increased funds available for Selective Reenlistment Bonuses. Three of the four Defense Committees in Congress have already endorsed nearly everything we proposed. I hope and expect that this will soon be law.

At the same time, I have pressed the view that pay is only a part of what sustains you. Financial worries can keep you from remaining aboard, but in the end, hardly anyone stays because of the money alone. Nor would we want you to. The rewards of service come from being able to perform important missions, your personal growth and education, your camaraderie as part of a team, and the sense that this is the most meaningful of

lives, against which all private sector comparisons look pale. Your attitudes towards service are shaped by your work, the environment in which you perform it, the team that supports you and your family, and your own opportunities to develop and use your skills.

For me, therefore, the acid tests are how we work; how we fight; and how we live. In these respects, also, over the last six months we have achieved a better course.

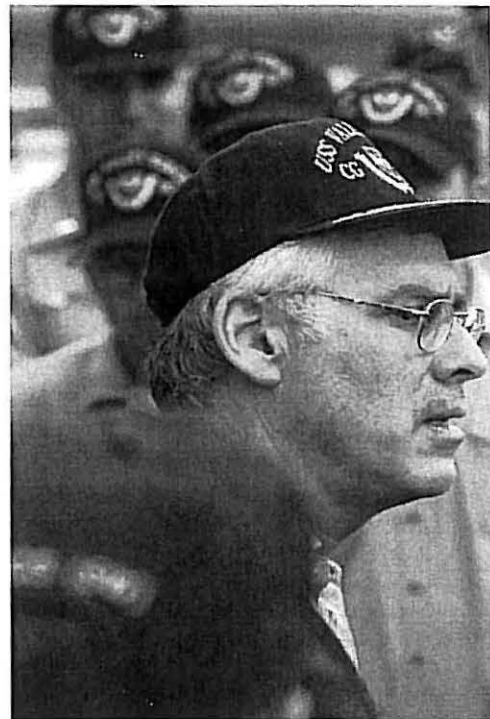
I begin with the people. Recruiting is our lifeblood. The Marines got this right some time ago, and have now met recruiting goals for 47 months in a row. That requires sustained effort and attention every month. Congratulations and thank you to everyone from the Commandant to the most junior recruiter meeting that challenge. The Navy was 7,000 recruits short last year, but better management and terrific achievement by everyone associated with the recruiting command now has us moving to the right place. While the Air Force and Army are facing shortfalls, Navy recruiting has met its accession goals every month since October — an eight-month string of successes. I intend and expect that we will meet our year-end goal.

At the same time we are making gains in Navy retention. Between November and April, first term retention improved from 27% to 29%, second term went from 42% to 44%, while third term went from 43% to 50%.

Along with these improvements, we have initiated ambitious programs to free up manpower by cutting requirements, improving personnel policies and using automation. This is to address an important problem. When I took office, we found that 22,000 billets were unfilled, 18,000 of them at sea. In addition to recruiting and retention shortfalls, many people were in transit, in training, or, regrettably, waiting for training assignments. The result has been an extra burden on those who are on the line, as they were compelled to perform two jobs at once and spend ever-longer periods at sea.

I think we are well on our way to fixing this. We've already reduced unfilled billets by 20%. By the end of this year we'll have corrected a third of this problem (some 7,000 billets). Reflecting this, our battle groups

are deploying with rising percentages of fill rates: 89.1% on the ENTERPRISE battlegroup; 90.0% on the THEODORE ROOSEVELT battle group currently deployed; and 93.1% on the JOHN F. KENNEDY group that will leave in Sep-



*Richard Danzig, Secretary of the Navy, talks*

tember. A similar story is playing out in Pacific Fleet battle groups.

As a part of this year's effort, my aim is to come in, not under end strength as in the past, not just on target, but in fact with some extra end strength this October. Further, I am asking the Secretary of Defense to stop the drawdown in both the Navy and the Marine Corps and, in the next Quadrennial Defense Review (scheduled for 2001) to consider raising our numbers. A just-completed Marine Corps force structure planning group study will be a big help in this respect. In the Navy, whatever the ultimate determination on end strength, we'll get the second slice of 7,000 unfilled billets out of the system next year — reducing the shortfall to 7,000. At one point next year, because of seasonal fluctuations, we may even get it to



# dership concerns

zero. And if I have anything to do with it, we'll get the final third out of our system in the year after.

Equally important are the tools we have to work with. A shortage of spares forces cross-decking of parts and cannibalization

tified a contractor to install a new type, without the immense maintenance burdens of what you have now); moving on to paint (the research and acquisition establishments are now fielding paint that doesn't need constant chipping and repainting); PRC flooring; and simple things, like acquiring better tools. More fundamentally, we're pushing for the refitting and redesign of ships. Smart Ship is now slated for all our cruisers and most of our destroyers. Using automation, this will free a couple of thousand Sailors to fill empty billets. Further, it makes jobs more meaningful by giving more authority to fewer people and diminishing some of the drudgery you have properly told me you did not like. Behind this lie Smart Carrier and Smart Gator programs, with the same beneficial effects on our carriers and amphibians. And beyond that lies DD 21. We're reviewing proposals this summer to use automation in dramatically new ways in this whole class of ships.

The Marines are looking at similar programs. Improved engineering standards and undercoating should reduce corrosion on our vehicles and weapons systems. That will lower the maintenance burden and raise readiness. More ambitiously, ultrasonic weapons cleaning stations are being tested to save time in the cleaning of personal and crew-served weapons. Alternative power sources, rechargeable batteries, solargizers for SINCGARS radios and vehicles are being tested to reduce funds and time spent on changing batteries. We are wringing duplicative inspections and procedures out of the supply and maintenance system.

Above all, "Smart Work" requires changing the way we do business. This involves, for example, studying how to cut down the wasted time in "pools" that cause our aviation training to take more than four years when it should take two or three, and eroding the morale of our aviators to boot. (The study is now complete; we will be implementing it promptly.) "Smart Work" prods us (and financially supports us) to use civilians on tasks they can do. The aim is to give you more time to train — and be with your families. We just initiated, for example, programs to demonstrate the feasibility of having civilians, instead of you, do "preservation work" — including chipping and painting — on ships in port. Three ships from

Amphibious Squadron Three in the Pacific and three from Destroyer Squadron Two in the Atlantic will participate. The CNO's program to cut excess inspections also fits right in with "Smart Work."

Philosophically, we're taking on the misplaced idea of "zero defects," and I think making progress. Selection boards are directed to promote the best person, not the one with the most immaculate record. Board members report, and promotion lists show, they're taking this to heart. And, to boot, we've cut the time to process promotion lists by more than a third. Recent lists reflect the improvement.

We are encouraging innovation at all levels, and we are prepared to accept some risk in the pursuit of improvement. Initiatives like "Smart Work" involve change on your part: Challenge yourselves from the engine room to the bridge, and from the motor pool to the squad bay, to rethink the way we do business and to embrace new ideas. I saw good initiatives on this trip to San Diego and, for that matter, I see them in lots of places. While in San Diego, I visited USS VALLEY FORGE, an Aegis cruiser, and heard reports on its 10-section duty, with plans to expand further to 12 or more sections. That was the CO's decision. On USS ESSEX, I saw a healthy, vigorous partnership among ship, private shipyard and public shipyard to bring an overhaul to successful fruition. Best of all, a special effort had been made to do it in homeport — even at extra expense.

Over the coming months, my focus will continue to be on taking better care of people, essentially finding ways to substitute capital (money) for labor (people) so that your quality of life improves. I am also pressing to create greater synergies between the Navy and Marine Corps, and to develop a right mix of intelligence, sensors, weapons and platforms (we are looking at net-centric warfare, corporate intranet, UUV/UAVs, electric drive). These are hard challenges, but we are working together to make them happen.

One final note. Over these months, the world has watched you fight in and around the Arabian Gulf and the Balkans with great skill and perseverance. You and I know that there are many other areas of the world where Sailors and Marines stand watch. You are always there for America. You all make me proud every day. It's an honor to work for you.

*Sincerely,  
Richard Danzig, Secretary of the Navy*



lors in San Diego.

of equipment, demanding immense amounts of extra effort. We have increased the spares, repair parts and support equipment accounts. In aviation, for example, we added \$120 million in 1999 and \$348 million on top of that in 2000. As more parts reach store-rooms, the effects of these plus-ups should be visible in the next six to twelve months.

Attacking the problem from a different direction, we have put \$1.5 billion dollars over our future years defense budget into a program called "Smart Work." The idea is simple — you are not draftees. Your labor is not free. Your skills are the skills of professionals. Accordingly, you should be given better tools, better working conditions and automation where it can relieve you of time consuming burdens. I've pushed a large number of ideas under this common theme: starting with water-tight doors (we've cer-

*From the desk of the Command Career counselor...*

# Do you want to go to school and earn extra money too?... read the following article

The Navy is currently experiencing a Navy-wide manning shortfall in all ratings. The Hospital Corpsman rating is no exception. The reasons for these shortfalls are numerous... fewer eligible people coming into the service, the booming economy, increased deployments in the Navy, lower pay for Navy service, and the perception of a poor quality of life in the Navy.

With all of these things in mind, the Congress and the military leadership is taking steps to decrease deployments or training so people can spend more time at home. Ships berthing spaces are being redesigned to increase shipboard quality of life. And larger pay raises are being planned.

In addition, selective reenlistment bonuses are offered for some Navy jobs... and several specialties in the Hospital Corpsman rating are included for awarding of SRBs to some reenlistees. Those specialties are as follows:

NEC	Specialty area	Rank	SRB Zone		
			A	B	C
8402	Submarine Independent Duty Corpsman	E5-E7	0.0	3.0	0.0
8406	Aerospace Medical Technician	E1-E5	1.0	1.5	0.0
8409	Aerospace Physiology Technician	E4-E6	1.5	1.0	0.0
8425	Surface Force Independent Duty Corpsman	E5-E7	0.0	3.0	0.0
8427	Fleet Marine Force Reconnaissance Corpsman (age limit + 35, no waivers)		4.0	4.0	0.0
8432	Preventive Medicine Technician	E3-E5	2.0	2.0	0.5
8454	Electroneurodiagnostic Technician (EEG)	E1-E4	1.5	1.5	0.0
8463	Optician Technician	E2-E5	2.5	1.0	0.0
8478	Advanced Biomedical Equipment Technician	E5-E6	0.0	3.0	1.0
8479	Basic Biomedical Equipment Technician	E3-E5	1.5	1.0	0.0
8482	Pharmacy Technician	E1-E5	3.5	2.0	0.0
8485	Psychiatry Technician	E1-E4	2.0	1.5	0.0
8489	Orthopaedic Technician	E3-E5	1.0	0.5	0.0
8506	Advance Laboratory Technician	E3-E5	3.0	2.5	0.0

## Zones

A -- 24 months to 6 years active duty service

B -- 6 to 10 years active duty service

C -- 10 to 12 years of active duty service

## SRB computation

SRB Level X Base Pay X Number years/reenlistment = Total SRB Example SRB for an E4 with four years of service, who reenlists for four years: 2.0 X 1,370.10 X 4 = \$10,960.80.

Getting some extra money for reenlisting is great, however, there are numerous other benefits available for staying in... advanced training opportunities, camaraderie of friends in uniform, and possible advancement into the Navy officer corps.

The choice is an individual one, however, the leadership at this hospital has demonstrated it is willing to get behind anyone who wishes to advance themselves in the naval service... many people have departed this command at the end of their tours and headed off for advanced training at Hospital Corps "C" schools and to colleges and universities for training and

ultimate commissioning in the Nurse Corps, Medical Corps and Medical Service Corps.

If you wish to find out how you can participate, visit the Command Career Counselor today.





## More Career Info...

# Getting out requires planning

By HMC V. Bantiding  
Command Career Counselor

One thing I often see is a lack of planning for separation or retirement. We are all going to be asked to go home sooner or later, so we need to plan now.

One of the most important things you can do for yourself is to attend a TAP class. This class covers everything that concerns your benefits, whether you have been in for two, 20 or 30 years. Other things you can do to prepare for life after the Navy is as follows:

Look at getting some college education in the field you are interested in.

If your rate is in the Navy's National Apprenticeship Program, apply so you can get credit towards a journeyman license.

Put aside some money every month for a nest egg you can use to live on for a couple of months after you get out.

If you are close to retirement at your High Year Tenure date and are a chief or first class petty officer remember that you are still eligible for the next selection board even if you have an approved date that is after the selection board adjourns.

Also, you do not have to retire, you can now go back to sea for two years past your HYT date.

If you are a Chief and not at your HYT and apply for retirement you are not eligible for the next selection board. A new change for the E-7 to E-9 level, if you have time left after your requested date (two years) and there is a valid billet your request may be turned down. Then you can continue to serve in the next billet.

I have seen many Sailors make emotional decisions about getting out and retiring (not selected for advancement) which means they are not prepared for what lies ahead.

Twelve months prior to EAOS or 17 year mark you need to set up an interview with your Command Career Counselor. This interview covers long range goals; page two's; dental, health insurance, social security benefits; retirement pay; survivor annuities/benefits plan, veterans benefits; individual transition plan and much more. Plus this would be a great time to take a TAP class

and learn more about DORS/TBBS, job assistance, resumes, and relocation assistance.

You can submit your paper work for the fleet reserve between six to 18 months prior to your eligible retirement date. 18 months out is ideal if gives the bureau of personnel plenty of time to work on you package. Likewise, if you submit at the six month mark or later it could be disapproved due to short lead time. Be prepared if you have not thought retirement all the way through.

Think about any leave you may have on the books, and the day you want to depart and coordinate with the command's date that they can allow you to leave.

Think about having a retirement cer-

emony (remember, it's not just for you) it's for your family and your shipmates you have worked with for many years getting ready for this. What will you shipmates think if one day you just disappear? "If they let him go after 20 years of service and did not think enough about him to have a ceremony, what do they think about me?"

If you are going to have a ceremony, coordinate with your Command Career Counselor months in advance, not weeks.

There is a lot of planning that goes into having a good ceremony. If you need any more information, call 830-2383 or contact someone you know who has retired and what their experiences were.

## Many options available to stay Navy

Currently the Navy is undergoing a manning shortfall. This is especially true at the first term retention level. In the last twelve months 4,173 first term Sailors, with less than six years in the Navy, opted to reenlist out of 11,425 first term Sailors eligible to reup. This resulted in a very poor 36.5 percent retention rate.

What can we do to help alleviate this problem?

One thing is educate all Sailors about the many different reenlistment incentives available to them. For instance, the Selective Conversion and Reenlistment (SCORE) program can get you a class "A" or "C" school and possibly an Accelerated Advancement to petty officer third or second class. The Selective Training and Reenlistment (STAR) program can also get you an accelerated advancement in your rating to petty officer third or second class.

If you want to pick where you'd like to be assigned then the Guaranteed Assignment Retention Detailing (GUARD III) program can get you the orders of your dreams. Reenlisting under GUARD can get you two guaranteed assignments during a career. One of those assignments to be used on the first enlistment, the second can be used anytime up to the commencement of the member's 25th year of service. Sailors may choose from four types of guaranteed duty assignments... type ship/aircraft, homeport for sea duty, shore duty in a specific location and a split tour.

Another reenlistment incentive is assignment to a school. Then there is the Job Oriented Basic Skills Program (JOBS). This provides remedial skills training to exceptionally qualified personnel who do not possess requisite ASVAB scores for entry into certain class "A" schools. Upon successful completion to the JOBS the member is then assigned to an "A" school, and requires a four-year enlistment.

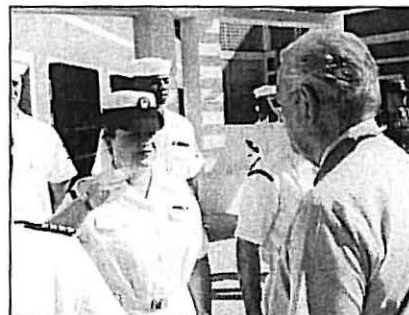
Lateral Conversions provide an opportunity for members to serve in ratings for which they have the greatest interest and aptitude.

The Accelerated Advancement incentive provides an opportunity for members enlisted in the Advanced Technical Field (ATF), Advanced Electronics Field (AEF), and for eligible graduates of certain other Class "A" schools to elect accelerated advancement to petty officer third class.

Finally an all time favorite of reenlistees is the Selective Reenlistment Bonus (see story on page 8), which can give certain ratings up to \$45,000.

Contact HMC Bantiding at the Command Career Counselors office to find out if you qualify for any of these programs.

# Navy advancements at...





**... the Combat Center**





## More Hard Chargers...



*Master Chief Robert Bettis, right, receives his Desert Rat Certificate from Captain Huber, Commanding Officer, Naval Hospital Twentynine Palms.*



*Ensign Kyle Cipra, above receives his well earned Desert Rat Certificate from Captain Huber. Lt.j.g Michelle Smith, right proudly shows off her new shoulder boards.*



*At left, Master Chief Robert Bettis presents a plaque of appreciation to Master Chief Robert Bush at the 101st celebration of the Hospital Corps Birthday. Above, Lt. Jill Valiant receives a Navy/Marine Corps Appreciation Medal from Captain Huber.*



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